

REMARKS

Claims 41-48, 50-52, and 54-72 are pending in this application. By this Amendment, Applicant has amended Claims 41, 47, 51, 52, 56, 57, and 60. Applicant has amended independent Claims 41, 51, 52, and 60 in order to more clearly distinguish the present invention, as defined by each of independent Claims 41, 51, 52, and 60, over the prior art. Applicant respectfully submits that the amendments to each of Claims 41, 47, 51, 52, 56, 57, and 60 do not contain new matter.

Applicant further submits that the present invention, as defined by Claims 41-48, 50-52, and 54-72, is patentable over the prior art.

Applicant has also deleted the Abstract Of The Disclosure and has substituted therefor the new Abstract Of The Disclosure which is attached hereto on a separate sheet. Applicant respectfully submits that the new Abstract Of The Disclosure does not contain new matter.

Based on the foregoing amendments and the following Remarks, the application is deemed to be in condition for allowance and action to that end is respectfully requested.

I. DEFINITIONS:

Applicant respectfully restates the definitions for the phrase "at least one of . . . and . . ." which were provided by Applicant in the Amendment, filed September 19, 2007, at page 24, line 4 to page 25, line 19. Applicant respectfully requests that the Examiner enter Applicant's definitions for the phrase "at least one of . . . and . . .", as provided by Applicant in the Amendment, filed September 19, 2007, and as restated herein, and that the Examiner examine the pending claims in accordance with the above-referenced definitions.

In the Office Action, mailed January 23, 2008, the Examiner, at page 2, lines 8-9 stated: "Applicant definition to the phrase at least one of is inconsistent with limitations of the claims." Applicant respectfully disagrees with the Examiner's comment regarding Applicant's definitions for the phrase "at least one of . . . and". Applicant respectfully submits that the Applicant's definitions for the phrase "at least one of . . . and . . .", as provided by Applicant in the

Amendment, filed September 19, 2007, at page 24, line 4 to page 25, line 19, and as restated herein, are not inconsistent with any limitations of any of the pending claims.

Applicant further respectfully submits that the Examiner's comments on page 2, lines 9-10, of the Office Action, mailed January 23, 2008, are not inconsistent with the above-referenced definitions. On page 2, lines 9-10, of the Office Action, mailed January 23, 2008, the Examiner stated: "Applicant is reminded that the phrase at least one of A and B does not mean that A and B need to be present to perform a task, it is only one or the other or both." Applicant, in the Amendment, filed September 19, 2007, at page 24, lines 9-12, defined the phrase having the form "at least one of A and B", to mean "only A, only B, or A and B". Applicant respectfully submits that the Examiner's comments at page 2, lines 9-10, of the Office Action, mailed January 23, 2008, are not inconsistent with Applicant's definitions for the phrase "at least one of . . . and . . .".

Applicant respectfully restates herein the Applicant's definitions for the phrase "at least one of . . . and . . .", which were provided by Applicant in the Amendment, filed September 19, 2007, at page 24, line 4 to page 25, line 19.

Applicant uses the phrase "at least one of . . . and" in the claims. In all instances, the phrase "at least one of . . . and" means only one item from the list, or any combination of items in the list. Applicant respectfully submits that the phrase having the form "at least one of A and B", where each of A and B is either a term or a phrase, the phrase "at least one of A and B" means "only A, only B, or A and B". In instances in which three or more terms and/or phrases are present in an "at least one of . . . and" phrase, Applicant provides the following example definitions: the phrase "at least one of A, B, and C" means "only A, only B, only C, or any combination of A, B, and C"; the phrase "at least one of A, B, C, and D" means "only A, only B, only C, only D, or any combination of A, B, C, and D"; the phrase "at least one of A, B, C, D, and E" means "only A, only B, only C, only D, only E, or any combination of A, B, C, D, and E", and so on.

For example, in independent Claim 41, the phrase "at least one of a job opening, a position, an assignment, a contract, and a project," means "only a job opening, only a position, only an assignment, only a contract, only a project, or any combination of a job opening, a position, an assignment, a contract, and a project".

Support for the above definitions can, for example, be found in the originally filed Specification at page 84, lines 3-11; page 11, line 22 to page 13, line 16; page 34, line 13 to page 35, line 12; page 43, lines 3-8; page 46, line 19 to page 47, line 11; page 61, line 9 to page 63, line 4; page 64, lines 10-23; page 73, line 18 to page 74, line 9; page 83, lines 5-14; page 95, lines 8-12; page 87, lines 15-21; page 33, lines 6-14; page 38, lines 7-12; page 8, line 9 to page 9, line 7; page 10, lines 6-9; page 40, lines 1-22; page 87, line 4 to page 88, line 18; page 19, lines 10-15; page 20, lines 7-11; page 23, line 17 to page 24, line 8; and page 27, lines 12-19. Applicant respectfully submits that the above definitions do not contain new matter.

In view of the above, Applicant respectfully submits that the above-referenced definitions for the phrase "at least one of . . . and . . .", as provided by Applicant in the Amendment, filed September 19, 2007, and as restated herein, are not inconsistent with any limitations of any of the claims. In view of the foregoing, Applicant respectfully requests that the Examiner enter Applicant's definitions for the phrase having the form "at least one of . . . and . . .", that the Examiner withdraw any comments made in the Office Action, mailed January 23, 2008, which might be interpreted to be

inconsistent with Applicant's definitions for the phrase having the form "at least one of . . . and . . .", and that the Examiner examine the pending claims in accordance with Applicant's definitions for the phrase having the form "at least one of . . . and . . .".

II. THE 35 U.S.C. §102 AND §103 REJECTIONS:

The Examiner asserts that Claims 41-52, 54-59 and 61-72 are rejected under 35 U.S.C. §102(e) as being anticipated by McGovern, et al., U.S. Patent No. 6,370,510 (McGovern). The Examiner also asserts that Claim 60 is rejected under 35 U.S.C. §103(a) as being unpatentable over McGovern in view of Williams, et al., U.S. Patent No. 6,783,964 (Williams).

As noted above, Applicant has amended Claims 41, 47, 51, 52, 56, 57, and 60. Applicant has amended independent Claims 41, 51, 52, and 60 in order to more clearly distinguish the present invention, as defined by each of independent Claims 41, 51, 52, and 60, over the prior art. Applicant respectfully submits that the amendments to each of Claims 41, 47, 51, 52, 56, 57, and 60 do not contain new matter.

Applicant respectfully submits that the present invention, as defined by Claims 41-48, 50-52, and 54-72, is patentable over the prior art.

IIA. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 41-48, 50, AND 61-66, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 41-48, 50, and 61-66, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 41, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 41, is patentable over McGovern, Williams, and any combination of same. Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the present invention, as defined by independent Claim 41.

Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, an apparatus, comprising: a memory device for storing information regarding at least one of a job opening, a

position, an assignment, a contract, and a project, and for storing information regarding a job search request or inquiry, a processing device for processing information regarding the job search request or inquiry upon a detection of an occurrence of a searching event, wherein the searching event is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position, wherein the processing device is programmed to automatically detect the occurrence of the searching event, wherein the processing device utilizes information regarding the at least one of a job opening, a position, an assignment, a contract, and a project, stored in the memory device in processing the information regarding the job search request or inquiry, and further wherein the processing device generates a message containing information regarding at least one of a job opening, a position, an assignment, a contract, and a project, wherein the message is responsive to the job search request or inquiry, and a transmitter, wherein the transmitter transmits the message to

a communication device associated with an individual, all of which features are specifically recited features of independent Claim 41.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited searching event which is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited processing device for processing the recited information regarding the recited job search request or inquiry upon the recited detection of the recited occurrence of the recited searching event, which recited processing device: 1) is programmed to automatically detect the recited occurrence of the recited searching event; 2) utilizes the recited information regarding the recited at least one of a

job opening, a position, an assignment, a contract, and a project, stored in the recited memory device in processing the recited information regarding the recited job search request or inquiry; and 3) generates the recited message containing the recited information regarding the recited at least one of a job opening, a position, an assignment, a contract, and a project, which recited message is responsive to the recited job search request or inquiry.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with an individual. Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited message and that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with an individual.

In view of the foregoing, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, many of the specifically recited features of independent Claim 41 and, therefore,

Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the specifically recited features of independent Claim 41.

In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 41, is patentable over McGovern, Williams, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 41, is patentable over the prior art. Applicant further respectfully submits that Claims 42-48, 50, and 61-66, which claims depend directly from independent Claim 41, so as to include all of the limitations of independent Claim 41, are also patentable as said Claims 42-48, 50, and 61-66 depend from allowable subject matter. In particular, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the specifically recited features of independent Claim 41, and, therefore, McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the features of each of dependent Claims 42-48, 50, and 61-66. Allowance

of pending Claims 41-48, 50, and 61-66 is, therefore, respectfully requested.

IIB. THE PRESENT INVENTION, AS DEFINED BY INDEPENDENT CLAIM 51, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by independent Claim 51, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 51, is patentable over McGovern, Williams, and any combination of same. Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the present invention, as defined by independent Claim 51.

Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, an apparatus, comprising: a memory device for storing information regarding at least one of a job opening, a position, an assignment, a contract, and a project, and for storing information regarding a job search request or inquiry,

a processing device for processing information regarding the job search request or inquiry upon a detection of an occurrence of a searching event, wherein the searching event is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position, wherein the processing device is programmed to automatically detect the occurrence of the searching event, wherein the processing device utilizes information regarding the at least one of a job opening, a position, an assignment, a contract, and a project, stored in the memory device in processing the information regarding the job search request or inquiry, and further wherein the processing device generates a message containing information regarding at least one of a job opening, a position, an assignment, a contract, and a project, wherein the message is responsive to the job search request or inquiry, and a transmitter, wherein the transmitter transmits the message to a communication device associated with an individual, wherein the message is transmitted to the communication device via,

on, or over, at least one of the Internet and the World Wide Web, all of which features are specifically recited features of independent Claim 51.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited searching event which is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited processing device for processing the recited information regarding the recited job search request or inquiry upon the recited detection of the recited occurrence of the recited searching event, which recited processing device: 1) is programmed to automatically detect the recited occurrence of the recited searching event; 2) utilizes the recited information regarding the recited at least one of a

job opening, a position, an assignment, a contract, and a project, stored in the recited memory device in processing the recited information regarding the recited job search request or inquiry; and 3) generates the recited message containing the recited information regarding the recited at least one of a job opening, a position, an assignment, a contract, and a project, which recited message is responsive to the recited job search request or inquiry.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with an individual, wherein the recited message is transmitted to the recited communication device via, on, or over, at least one of the Internet and the World Wide Web.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited apparatus, wherein the apparatus receives a response to the message, wherein the response is transmitted from the communication device or from a second communication device associated with the individual, wherein the apparatus processes information contained in the response, and further

wherein the apparatus stores at least one of information regarding whether the individual is interested in or not interested in the at least one of a job opening, a position, an assignment, a contract, and a project, information regarding at least one of an interview process, an employment screening process, and a recruitment process, involving the individual and the employer or hiring entity, and information regarding at least one of a deal reached between the employer or hiring entity and the individual, an offer, a counteroffer, a rejected offer, a rejected counteroffer, at least one of a time and a date of a consideration, and a note made by at least one of the employer or hiring entity and the individual, all of which features are still other specifically recited features of independent Claim 51.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited apparatus, wherein the recited apparatus receives the recited response to the recited message, which recited response is transmitted from the recited communication device or from the recited second communication device associated with the individual, wherein the recited apparatus processes information contained in the recited response and stores the recited at least one of information regarding whether the

individual is interested in or not interested in the at least one of a job opening, a position, an assignment, a contract, and a project, information regarding at least one of an interview process, an employment screening process, and a recruitment process, involving the individual and the employer or hiring entity, and information regarding at least one of a deal reached between the employer or hiring entity and the individual, an offer, a counteroffer, a rejected offer, a rejected counteroffer, at least one of a time and a date of a consideration, and a note made by at least one of the employer or hiring entity and the individual.

In view of the foregoing, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, many of the specifically recited features of independent Claim 51 and, therefore, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the specifically recited features of independent Claim 51.

In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent

Claim 51, is patentable over McGovern, Williams, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 51, is patentable over the prior art. Allowance of pending Claim 51 is, therefore, respectfully requested.

IIC. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 52, 54-59, AND 67-72, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 52, 54-59, and 67-72, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 52, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 52, is patentable over McGovern, Williams, and any combination of same. Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the present invention, as defined by independent Claim 52.

Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, an apparatus, comprising: a memory device for storing information regarding at least one individual available for at least one of applying for and interviewing for at least one of a job, a job opportunity, and a hiring need, of an employer or hiring entity, and for storing information regarding a recruitment search request or inquiry associated with an employer or hiring entity, a processing device for processing information regarding the recruitment search request or inquiry upon a detection of an occurrence of a searching event, wherein the searching event is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position, wherein the processing device is programmed to automatically detect the occurrence of the searching event, wherein the processing device utilizes information regarding the at least one individual stored in the memory device in processing the information regarding the recruitment search

request or inquiry, and further wherein the processing device generates a message containing information regarding the at least one individual, wherein the message is responsive to the recruitment search request or inquiry, and a transmitter, wherein the transmitter transmits the message to a communication device associated with the employer or hiring entity, all of which features are specifically recited features of independent Claim 52.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited searching event which is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited processing device for processing the recited information regarding the recited recruitment search request

or inquiry upon the recited detection of the recited occurrence of the recited searching event, which recited processing device: 1) is programmed to automatically detect the recited occurrence of the recited searching event; 2) utilizes the recited information regarding the recited at least one individual stored in the recited memory device in processing the recited information regarding the recited recruitment search request or inquiry; and 3) generates the recited message containing the recited information regarding the recited at least one individual, which recited message is responsive to the recited recruitment search request or inquiry.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with the employer or hiring entity. Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited message and that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with the employer or hiring entity.

In view of the foregoing, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, many of the specifically recited features of independent Claim 52 and, therefore, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the specifically recited features of independent Claim 52.

In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 52, is patentable over McGovern, Williams, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 52, is patentable over the prior art. Applicant further respectfully submits that Claims 54-59 and 67-72 which claims depend directly from independent Claim 52, so as to include all of the limitations of independent Claim 52, are also patentable as said Claims 54-59 and 67-72 depend from allowable subject matter. In particular, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all

of the specifically recited features of independent Claim 52, and, therefore, McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the features of each of dependent Claims 54-59 and 67-72. Allowance of pending Claims 52, 54-59, and 67-72 is, therefore, respectfully requested.

IID. THE PRESENT INVENTION, AS DEFINED BY INDEPENDENT CLAIM 60, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by independent Claim 60, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 60, is patentable over McGovern, Williams, and any combination of same. Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the present invention, as defined by independent Claim 60.

Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, an apparatus, comprising: a memory device for

storing information regarding at least one individual available for at least one of applying for and interviewing for at least one of a job, a job opportunity, and a hiring need, of an employer or hiring entity, and for storing information regarding a recruitment search request or inquiry associated with an employer or hiring entity, a processing device for processing information regarding the recruitment search request or inquiry upon a detection of an occurrence of a searching event, wherein the searching event is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position, wherein the processing device is programmed to automatically detect the occurrence of the searching event, wherein the processing device utilizes information regarding the at least one individual stored in the memory device in processing the information regarding the recruitment search request or inquiry, and further wherein the processing device generates a message containing information regarding the at least one individual, wherein the message is responsive to the

recruitment search request or inquiry, and a transmitter, wherein the transmitter transmits the message to a communication device associated with the employer or hiring entity, wherein the message is transmitted to the communication device via, on, or over, at least one of the Internet and the World Wide Web, all of which features are specifically recited features of independent Claim 60.

Applicant submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited searching event which is an occurrence of at least one of a job posting by an employer or hiring entity, a posting of new or revised data or information from an individual or group of individuals, a news release of a business event, an employment-related event, an economic report, industry-specific news, an event which creates an interest by an employer or hiring entity to fill a position, and an event which creates an interest by an individual to seek a position.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited processing device for processing the recited information regarding the recited recruitment search request or inquiry upon the recited detection of the recited

occurrence of the recited searching event, which recited processing device: 1) is programmed to automatically detect the recited occurrence of the recited searching event; 2) utilizes the recited information regarding the at least one individual stored in the recited memory device in processing the recited information regarding the recited recruitment search request or inquiry; and 3) generates the recited message containing the recited information regarding the at least one individual, wherein the recited message is responsive to the recited recruitment search request or inquiry.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited transmitter which transmits the recited message to the recited communication device associated with the employer or hiring entity, wherein the recited message is transmitted to the recited communication device via, on, or over, at least one of the Internet and the World Wide Web.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited apparatus, wherein the apparatus receives a response to the message, wherein the response is transmitted

from the communication device or from a second communication device associated with the employer or hiring entity, wherein the apparatus processes information contained in the response, and further wherein the apparatus stores at least one of information regarding whether the employer or hiring entity is interested in the at least one individual, information regarding at least one of an interview process, an employment screening process, and a recruitment process, involving the employer or hiring entity and the at least one individual, and information regarding at least one of a deal reached between the at least one individual, an offer, a counteroffer, a rejected offer, a rejected counteroffer, at least one of a time and a date of a consideration, and a note made by at least one of the employer or hiring entity and the at least one individual, all of which features are still other specifically recited features of independent Claim 60.

Applicant further submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, the recited apparatus, wherein the recited apparatus receives the recited response to the recited message, wherein the recited response is transmitted from the recited communication device or from the recited second communication device associated with the employer or hiring entity, wherein the

recited apparatus processes the recited information contained in the recited response and stores the recited at least one of information regarding whether the employer or hiring entity is interested in the at least one individual, information regarding at least one of an interview process, an employment screening process, and a recruitment process, involving the employer or hiring entity and the at least one individual, and information regarding at least one of a deal reached between the at least one individual, an offer, a counteroffer, a rejected offer, a rejected counteroffer, at least one of a time and a date of a consideration, and a note made by at least one of the employer or hiring entity and the at least one individual.

In view of the foregoing, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, many of the specifically recited features of independent Claim 60 and, therefore, Applicant respectfully submits that McGovern, Williams, and any combination of same, do not disclose, teach, or suggest, all of the specifically recited features of independent Claim 60.

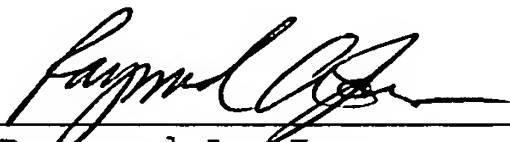
In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 60, is patentable over McGovern, Williams, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 60, is patentable over the prior art. Allowance of pending Claim 60 is, therefore, respectfully requested.

III. CONCLUSION:

In view of the foregoing, the application is deemed to be in condition for allowance and action to that end is respectfully requested. Allowance of pending Claims 41-48, 50-52, and 54-72 is respectfully requested.

Respectfully Submitted,


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Encl.: - Abstract of the Disclosure
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